

SRCEA/MANAGEMENT Interest Based Negotiations (IBN) 2005
Session Fourteen – May 25, 2005

NOTE: THIS IS AN INFORMATION DISSEMINATION TOOL ONLY. THERE IS NO MECHANISM TO RESPOND THROUGH THIS MAILBOX. SRCEA MEMBERS AND AFFECTED MANAGERS ARE ENCOURAGED TO REFER QUESTIONS AND COMMENTS TO THEIR RESPECTIVE IBN REPRESENTATIVES.

ATTENDANCE

Lorrie Abbott, Tony Alvernaz, Pam Edwards, Fran Elm, Bob Harder, Alan Holland, Karen Larsen, Ricia Maxie, Dave Montague, Bette Smith, John Sorensen, and Sabrina Temple.

CHECK IN - (an exercise that encourages participation by asking each meeting participant a series of questions)

HEALTH CARE

Lynne Margolies and Judy Daugherty from Risk Management attended the session to answer questions.

The team discussed open enrollment which will open on June 6th and close on June 17th. The City's contract with the HMO's allows for only one open enrollment per year which must occur prior to July 1st. Risk Management will send a formal online notification prior to open enrollment. A comparison sheet of all three plans, including the City Plan with *and* without changes, will be available for employees to make an informed decision. If there is no contract by June 17th, employees will need to decide whether or not to be on City Plan, even though they will not know for sure whether the plan changes will take effect or even what percentage of premium SRCEA employees will pay. **There will not be another open enrollment after contract ratification.** It is important that employees who choose to change health care plans do so during the open enrollment time in June.

The subject of catastrophic cases was discussed. There was a concern that individuals currently undergoing serious medical treatment might be jeopardized with increased costs if they had to switch plans. Lynne explained that each individual's circumstances were different and each person should pick the plan that best worked for him/her. According to state and federal law, everyone must be treated equally and no special allowances can be made for individual cases.

Lynne reported that the recent claims submitted for City Plan are coming in lower than anticipated. As a result, Lynne has revised the premiums for City Plan by lowering the cost by 4%. Additionally the numbers for Health Net have been

finalized, Health Net increased by 21% not 24% as previously reported. The new premiums are listed below:

Monthly Premium Costs (\$)	Single	Double	Family
City Plan, no changes	475	967	1,282
City Plan, with changes	431	876	1,132
Health Net	363	781	1,072
Kaiser	308	628	829

REPORT BACK

Fran reported on a question regarding when the last salary surveys took place for Units 4, 6 and 7. She reported that 1998 was the last time a significant number of job classes were reviewed. Eighteen classifications were studied at that time which resulted in salary adjustments to four positions.

CPI, COLA, WAGES, HEALTHCARE

The team continued to discuss proposal and counter proposal issues.

Next meeting will be June 1, 2005 from 1-5pm at Steele Lane.

AGENDA

Check-in
Report Backs
Health Care
Wages
CPI
COLA
Communiqué

ITEMS YET TO BE DISCUSSED

Term of Agreement
Retroactivity if no contract by July 1, 2005
Sick leave buy back
Ability to donate sick leave instead of vacation time only in catastrophic leave situations
Perfect attendance reward/day off
Vacation sell back
Life Insurance MOU language change

ITEMS DISCUSSED BUT NOT COMPLETE

Salary Surveys
4/10's schedule and how to record on timecard
Health care
Article 21.1 of MOU – Overtime and hours worked
9/80s

Longevity Pay
Birthday/Anniversary Day Off
Increase comp time bank from 100 hours to 120 hours
Quiet place - for rest or breaks
Retiree Health Stipend and Actuarial
Tuition reimbursement
Flu shots
Flexibility of the Workday
Wages
Market Value/CPI
COLA formula